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PERSONNEL FUNCTIONS

Many of us have become concerned with the centralization of certain phases of personnel administration in higher offices and with the emphasis which has been placed in recent years upon personnel management as a function of the specialist rather than that of the administrator. An article in the June issue of "Factory Management and Maintenance" sums up the situation for foremen in private industry as follows:

"By no means has the foreman relinquished his responsibilities in personnel work. While the personnel director may have assumed many of the foreman's former burdens, certain fundamental personnel duties should be performed by the foreman. The following are the twelve major personnel jobs that the foreman should do:

- "1. Work up job descriptions, then compile job specifications.
2. Develop a sound organization and make a clear chart of it.
3. Employ the best operators by developing good sources of supply.
4. Interview applicants; base selections on facts about them.
5. Train employees on the job and provide capable understudies.
6. Work up a good self-training program in foreman management.
7. Keep records; rate employees; discuss progress with them.

"8. Establish systematic plans for both promotions and layoffs.

9. Give employees a written separation record when they leave.

10. Encourage new ideas; develop an employee suggestion plan.

11. Consider individual differences; prevent worker grievances.

12. Help those in his department to stay healthy and keep safe."

The personnel duties of the unit head, whether a project foreman or a division chief, still make up a rather large order in personnel administration or personnel management, whatever you want to label it.

-- Donald E. Clark, Regional Office

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HIGH-POWERED CHOCTAWHATCHEE SALES PROMOTION

Bids were recently opened in the Regional Office on a one million foot Choctawhatchee worked out longleaf sale which was completely marked out during advertisement. There follows a refreshingly virile excerpt from a letter received by Supervisor Albert from a bidder:

"We are today submitting a bid of \$_____ per thousand feet on the _____ Chance. Some wit has said that a sucker is born every minute and I verily believe he knew what he was talking about. I have looked over this timber carefully and the price I am bidding is at least twice what it is worth. I suppose, however, that no sawmill man is satisfied, if he has ever operated in West Florida, until he has been stuck on one of the Forest Service purchases and if I get out of this transaction without losing more than \$4,000.00 I will count myself lucky."

The writer's bid was the lowest of three received, \$1.15 under the high bid. Upon notification of sale award, the low bidder, with commendable tact, wrote: "We are astonished that our bid was not the best submitted, but we are relieved to know that somebody is even more optimistic than we are."

Florida's receipts record last F. Y. may be partly due to the sinister sorcery the Rangers use in selling timber at twice its value. At any rate, Ranger DeSilvia holds the secret in the above case and requests from other Forests for details of his promotion technique will be inadvertently misplaced. The black magic must go on.

-- K. R. Mayer, Assistant Forester, Florida

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OZARK SETS UP UNUSUAL NON-ACCIDENT RECORD

A perfect record of a year without a lost-time accident was celebrated on June 25 by CCC Company 745 at Camp Lost Corner, according to statistics from District Ranger Meade. Captain Theo King is the camp's commanding officer.

The Ozark National Forest, represented by Project Superintendent L. L. Rambo under whose supervision the camp works, has made an even better record. Not since April 28, 1938 had a lost-time accident occurred while Forest Service personnel were in charge. This record is even more remarkable considering the fact that it includes Sand Gap Side Camp with 40 men, under U. S. Forest Service Technical Foreman Clyde Rutledge, for which the Forest Service was held responsible 100% of the time.

37,470 man-days of work were completed without an accident, and the record is still continuing, despite hazardous work in mountainous country. Road construction, fire fighting (often at night), tree planting, telephone line construction, stocking streams with fish, protecting game refuges, and timber surveying comprised the major activities accomplished during the year.

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NORTH CAROLINA HAS UNUSUAL TAX LAW

The 1939 General Assembly of the State of North Carolina enacted a general tax law which contains, among other items, the following provisions:

"It is hereby declared to be the policy of this State so to use its system of real estate taxation as to encourage the conservation of natural resources and the beautification of homes and roadsides, and all tax assessors are hereby instructed to make no increase in the tax valuation of real estate as a result of the owner's enterprise in adopting any one or more of the following progressive policies --

1. Planting and care of lawns, shade trees, shrubs and flowers for non-commercial purposes.
2. Repainting buildings.
3. Terracing or other methods of soil conservation to the extent that they preserve values already existing.
4. Protection of forests against fire.
5. Planting of forest trees on vacant land for reforestation purposes (for ten years after such planting).

Laws 1939, C. 310, s. 500."

RIEBOLD GOES TO SOUTH CAROLINA

Effective September 15, Regional Personnel Officer Riebold becomes Supervisor Riebold of the South Carolina Forests.

In addition to a background of thorough training and highly promising work in all phases of Forest Management, Riebold brings to his new position all the energy, ideas, and enthusiasm that have characterized his work in Training and Personnel Management since 1935, when he was transferred to the Regional Office from his position as Assistant Supervisor on the Mississippi Forests. Evidence of his ability is indicated by the fact that Chief Forester Silcox has called him into the Washington Office on a number of important details during the past three years.

Joe, you will be sadly missed here, but best wishes from the Regional Office for future success go with you.

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SOUTH CAROLINA PLACES ITS FIRST TRIPARTITE CASE UNDER ADMINISTRATION

South Carolina has successfully completed the first tripartite exchange case ever attempted by any of its personnel. There were two National Forests (both in South Carolina) concerned in the case in which \$3338.40 worth of National Forest timber was exchanged for 555.24 acres of land.

In addition to the unfamiliarity with the procedure to be followed, additional delay was caused by the number of vendors involved. Seven vendors living in six different towns, five counties, and four states had to be contacted.

The case record is as follows:

<u>Transaction</u>	<u>Date</u>
Exchange agreement executed	3-4-38
Approved by N.F.R.C.	5-25-38
Advertisement completed	7-21-38
Abstract submitted to Regional Forester	9-19-38
Abstract " " Regional Title	
Attorney for review	11-15-38
Abstract submitted to Special Attorney	
for review	12-7-38
Abstract returned to Supervisor for	
curative data	1-19-39
Curative data requirements complied with,	
deed signed, and recorded abstract returned	
to Regional Forester	3-6-39

Abstract forwarded to Regional Title Attorney for final opinion	3-18-39
Abstract forwarded to Special Attorney for final opinion	3-25-39
Abstract forwarded to Attorney General for approval	3-22-39
Regional Forester notified title approved	5-19-39
Regional Fiscal Agent advised to prepare refund voucher	5-25-39
Payment made, tract placed under administration	6-28-39

Even though 15 months and 24 days elapsed between the date the agreement was entered into and payment was made, it is believed that record progress was made in this first case when all angles are considered.

-- Ivo W. Miller, South Carolina

(Editor's Note:

Mr. Miller says that Supervisor Albert's "Streamlined Acquisition" in the July issue of the Dixie Ranger prompted this article.)

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COOPERATIVE FIRE PROTECTION HELPS TO ESTABLISH TITLE TO LANDS

Recent legislation in Florida adds an interesting factor in recognizing cooperative fire protection as an act of possession in perfecting title to lands either with or without color of title.

In the past practically all states have recognized such acts as grazing, timber cutting, or fencing, as acts of adverse possession, but the present bill, approved by the Florida State Legislature during the 1939 session, adds cooperative fire protection work done by the Florida Board of Forestry. It is merely an additional remedy of the ostensible landowner in setting up a good and valid title.

-- H. M. Sears, Regional Office

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A STANDARD SHOW-ME TRIP

The conductor of a Pisgah "Show-Me" trip feels like a salesman with a good product. The goods are here to be delivered and they are the things that the public wants. The standard "show-me" trip, as planned by the Pisgah personnel, includes a four hour tour with six stopping places. At the Ranger Station the sight-seers are shown the herbarium of 590 plants that were collected on the Pisgah, the laboratory, and listen to a short talk on fire control, watershed protection, and timber production as carried out on a game preserve.

Leaving the Ranger Station the group visits a deer enclosure, a deer trap, and a salt stand on Avery Creek. Here the Ranger tells about deer trapping procedure and wildlife conditions on the Pisgah. The next stop is the CCC Camp NC F-28 at John Rock where the fire weather instruments and bloodhounds receive much attention. The educational adviser also takes the group through the camp, which is one of the best in the South.

The "show me" is next conducted to the Rearing Station where employees of the Bureau of Fisheries describe the rearing of trout and point out the difference between the brook and rainbow trout. The two-head copperhead also has sales value. The group then drives over the Headwaters Road to the Pink Beds. A short stop is made to permit the group to photo the majestic Lookingglass Rock and then on to the Pink Beds picnic ground. Here the Ranger and usually the "visiting firemen" eat their lunch. Following lunch, chased by a cool drink of water from a bubbling chestnut stump, the group visits the fawn plant. At the fawn plant the warden in charge tells the group about rearing and handling fawns.

Now that the "show me" has passed through the intrigue and mystic channels of fawn rearing, the Ranger abandons the group and outlines a drive over the Pisgah Motor Road passing Mt. Pisgah and on into Asheville. Groups from Brevard and other towns are given other routes to travel, but no attempt is made to conduct the tour after the allotted time. This permits the tourists to revisit some of the places they have seen or view new scenic areas.

In less than a week we have been fortunate here on the Pisgah in having three "show me" groups. The Hendersonville High School Science Club, the seniors from the North Carolina State Forestry College, and the Girl Scouts from the town of Canton. All the visitors were intensely interested in the game preserve, well mannered and well pleased with the progress of their National Forests.

-- William W. Huber, Assistant Ranger, Pisgah

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FIRST IT WAS THE CABOTS AND THE LOWELLS - NOW--

Howard J. Eberly has been transferred, effective July 16, to the Boston Office of the Forest Service where he will have charge of cooperative fire control under the N.E.F.E.

Eberly has been with the Service in this Region continuously since July 1930, when he was reinstated to take charge of cooperative work in the Gulf States District, with headquarters in New Orleans. He has had nearly 15 years of executive experience in fire control in the South, and was widely known as an outstanding authority in this field in the Region. Less well known is the fact that he invented and developed (14 years ago) the fire swatter which is the South's one distinctive fire tool.

Eb's administrative capacity, patience, and good judgment early won for him a position of leadership in his field. He will long be remembered for his enviable record of accomplishments, and his friends, who are numbered by his acquaintances, will feel a personal loss in his going.

Hurry back, Eb!

-- C. F. Evans, Regional Office

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SOCIETY OF AMERICAN FORESTERS TO HOLD
NATIONAL MEETING IN SAN FRANCISCO

The annual National Meeting of the Society of American Foresters will be held in 1939 at the St. Francis Hotel in San Francisco on November 23, 24, and 25. The California Section of the Society extends a cordial invitation to all foresters, lumbermen, and others interested in forestry to attend this National Meeting.

A program of wide interest has been built around the general theme of "The Next Thirty Years in Forestry". Speakers from various forest agencies and the lumber industry will lead the discussions of prospective developments in lumbering and forest conservation.

The date of the National Meeting has also been selected to enable visitors to attend the Golden Gate International Exposition. The latter part of November will be an ideal time to enjoy the numerous features of this World's Fair on Treasure Island in San Francisco Bay. Field trips to lumbering operations in the Redwood Region and to various other places of interest in California will also be available for visitors.

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BREWSTER LEAVES HERTY LABORATORY

Donald R. Brewster, a one-time member of the Region 8 family, resigned August 1 as Field Director of the Herty Foundation Laboratory to establish himself as a forest consultant at Savannah. He reports, however, that he will continue to take an active part in the work of the laboratory, as he believes it has a large field of usefulness. Mr. Brewster believes there is an open field for forestry consulting in this section, and that a broad opportunity exists for development of interest and activity among timber owners. He is not new in the forestry consulting field. In addition to his ten years experience with the Forest Service, he has served as a consultant in forestry for commercial companies and as a timber utilization engineer for the National Lumber Manufacturers Association.

Mr. Brewster's friends in the Region wish him all possible success in his new field of work. These friends will also wish to congratulate Mr. Brewster in his role as grandfather. He acquired this title through a granddaughter born in February and a grandson born in July.

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HOME SCHOOL COURSES FOR CHILDREN

The Regional Office has received a catalog from a well known and reliable school which specializes in home school courses for children between the ages of 4 and 12 years of age. These courses are particularly intended for use by parents living in localities where local school facilities are inadequate or unsatisfactory. The school serves officers of the Army, the Navy, and the State Department; missionaries and others traveling or stationed in isolated places. The school will be glad to send its catalog with full information to any one interested. Please send your requests to Regional Forester, Atlanta, Georgia, by September 1 so that a complete list of those desiring catalogs may be sent to the school at one time.

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PROPOSED EXPANSION OF WORK OF ADVISORY COUNCIL ON HUMAN RELATIONS

The following excerpts from an item in this morning's WASHINGTON POST indicate possibilities for expansion of the work of the Advisory Council on Human Relations of the American Association for the Advancement of Science into fields never foreseen at the time the council was formed:

"Dr. F. R. Moulton, Secretary of the American Association for the Advancement of Science, will leave Washington tomorrow to sound out men of science in Brazil, Argentina, and Uruguay on creation of a Latin American affiliate of the association's newly formed 'Advisory Council on Human Relations.'

"The council, which originated with a request from the United States Forest Service for advice on an educational campaign for forest fire prevention, is now taking shape as an agency available for consultation - in Dr. Moulton's words - on 'all the complex human relationships of our modern civilization.' *** Aim of the advisory council, he said, is to bring the experience and methods of science to bear on the vast problems that trouble Americans today.

"Dr. Moulton sees the council, or similar bodies, examining the fundamental relationships between employers and labor, doctors and patients, racial and national groups within the United States."

-- W. O. Digest, July 27

REGIONAL SAFETY RECORD

Although there has been little fanfare about it, Region 8 has been making an outstanding safety record during the first six months of 1939.

In the published Monthly Summary of Accidents including all employees except CCC enrollees, Region 8 had the lowest accident frequency rate for three months and was second to lowest for the other three months. (This comparison is of the nine major regions and does not include Region 10 and NEFFE).

Below is a table of interesting figures for the first six months of 1939:

January through June 1939

Region	: Freq. rate per	: Freq. rate per	: Ave. No. of	: No. disabling
Standing:	1,000,000 man hrs.:	1,000,000 man hrs.:	employees (not:	injuries re-
:	Regular	: CCC enrollees	: including CCC	: ported.
:	:	:	: enrollees	: Regular
R-8	: 12.98	: 16.37	: 3671	: 46
R-9	: 19.88	: 17.12	: 2508	: 50
R-2	: 27.02	: 37.62	: 1477	: 37
R-5	: 30.02	: 24.62	: 1957	: 58
R-4	: 33.69	: 14.62	: 1364	: 47
R-7	: 34.22	: 18.12	: 2965	: 100
R-3	: 38.11	: 20.87	: 1489	: 42
R-6	: 38.96	: 12.87	: 2307	: 98
R-1	: 57.73	: 32.04	: 2351	: 132
R-8 Standing:	Lowest	: Third lowest	: Highest No.	: Third lowest

It is interesting to note that during this period Region 8 employed an average of 706 more people than the next highest Region, yet this next biggest employer, Region 7, had an accident frequency rate almost three times as great. Region 1 had a frequency rate four and a half times as great as Region 8. Our nearest competitor, Region 9, has a frequency rate over fifty per cent greater than that of this Region.

As a whole, the Forest Service does not have a very good accident frequency record in comparison to other bureaus in the Department. However, due to difference in hazards of work, there is no basis for comparison of the record of the Service with that of any other bureau. For the calendar year 1938, the average frequency rate for the Department of Agriculture was 20.85, while that of the Forest Service was 53.74. In comparison with these figures, Region 8 is making a remarkable record this year.

-- M. W. May, Jr., Training Officer,
Regional Office

FAREWELL !

How futile are the plans of men, here today and gone again!

No, this isn't an obituary; it is a write-up for the farewell party given to Mr. and Mrs. H. E. Ochsner and Mr. and Mrs. T. T. Hall by the personnel of the Pisgah National Forest on the roof of the Battery Park Hotel in Asheville, North Carolina, on July 1, 1939.

The committee of three composed of Faye Mulholland, John Squires, and Walter Arch arranged everything in A-1 style. The dinner from soup--say, where were the nuts?--was delicious. Everyone was dressed in his soup and fish attire so appropriate to the Battery Park Starlight Roof--well, anyway I was in the soup most of the night! As we were saying, at this dinner Jack Fortin had the nerve to get up and make a speech wishing the Ochsners the best ever on their new assignment. Mr. Ochsner said that he and his wife regretted leaving Asheville and had enjoyed their association with the Pisgah National Forest.

We, here on the Pisgah, hate to have you go, Herb, for you have been a straight shooter and a fine boss!

Charles Davenport next thanked Mr. Hall for the help he had given us young'uns in the Service. Mr. Hall bid farewell with a tear in his voice, and you know we are sure sorry to see T. T. leave even if we can still visit him at Franklin and take him fishing on Davidson River where the rainbows just loaf until T. T. comes along and coaxes them out with a fly.

Following the dinner there was dancing with Ed English calling off a few "Swing your partners," and "Promenade." So the story ends, and two more families of that ever traveling group of nomads, the Forest Service, go to new places and new friends--leaving behind old friends and memories.

-- William W. Huber, Assistant Ranger, Pisgah

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NEW BLUE PRINT MACHINE IN REGIONAL OFFICE

The Regional Office blue print laboratory has now installed a finishing unit for the printing machine, which permits a continuous operation from printing through the fixing baths and through the drier where the prints are automatically rolled up on a roller. This leaves only the trimming of prints as a hand operation; whereas, before all prints were washed individually by hand and then carried to an electrically-heated machine for drying.

The addition of this new equipment will materially speed up all blue print and Van Dyke work and will permit greater flexibility in the output of other work pertaining to the blue print laboratory. In other words, the paper goes round and round (round 12 times), and it comes out, etc.

-- Dwight D. Thompson, Blue Print Operator,
Regional Office

SOUTHERN REGION GETS GENEROUS SHARE OF NATIONAL
FOREST PURCHASES

A July Departmental Press Release announced that the National Forest Reservation Commission had approved the purchase of 19,026 acres of land in twelve States and Puerto Rico. The Southern Region is directly interested in this announcement because most of the land to be taken in is in Dixie.

The Commission also approved the extension of the boundaries of four Purchase Units in the southern states to include 486,860 acres purchased by the Resettlement Administration, which increased the gross area of the units by 714,660 acres.

Proposed establishment of five new purchase units in Tennessee was submitted to the Commission. The units proposed are the Chattanooga, Scottsboro, Sand Mountain, Duck River and Plateau. Action was postponed pending further field examination and more detailed reports by the Forest Service.

A single parcel of five acres, approved for purchase for the Uharie National Forest in North Carolina, is of more than normal importance because it is the high, strategic spot for a fire lookout tower to protect an area of 23,000 acres, preponderantly forest land. The cost of the tower site was under \$50.

Timber production and watershed protection were the chief immediate considerations behind the acquisition of 5,234 acres in the Piedmont section of South Carolina. The land is within the watershed area of the Savannah and Broad Rivers, much of it badly eroded, with tons of top soil being washed down the rivers annually. Most of it has at one time or another been cleared and cultivated. Acres of it were never suitable for farm use, and much of the rest is sorely deteriorated as a result of years of unsound farm practices. Between 80 and 90 percent has been farmed and today from 70 to 80 percent has been allowed to revert to second-growth pine forest.

The acreage approved, by geographical units, is: Appalachian, 5,779; Piedmont, 5,234; Southern Pines, 5,125; Ozark and Central Mississippi, 2,580; and Puerto Rico, 106.

The extension of the boundaries of the four National Forest Purchase Units approved by the Commission was in recognition of the transfer from the Farm Security Administration to the Forest Service, by Presidential proclamation last year, of four land utilization projects originated by the Resettlement Administration. The States and Purchase Units affected are the Chattahoochee in Georgia, the Talladega in Alabama, the Apalachicola in Florida and the Ouachita in Arkansas. Extension of the boundaries to include the four projects transferred was required to enable the Forest Service to consolidate government holdings by further purchases in the four areas and to permit more efficient administration of the forest lands.

The largest Purchase Unit increase is that in the Apalachicola Unit in Florida, where the gross area proposed for inclusion was 348,000 acres, of which 285,000 had been or was in process of being acquired by the Farm Security Administration or its predecessors. The additional acreage recommended for the Purchase Unit was deemed requisite to consolidate properly the government holdings.

Enlargements of the other three Purchase Units resulted in the following increases in their gross and net area: Chattahoochee, 113,800 acres, of which 40,000 is Federally owned; Talladega, 112,860 acres with 86,860 in government ownership, and Ouachita, 130,000 acres, with 75,000 now owned by the United States.

The purchase approved, by regions and States, together with acreage and cost, are listed below:

<u>REGION AND UNIT</u>	<u>STATE</u>	<u>ACRES</u>	<u>COST</u>
<u>APPALACHIAN</u>			
Pisgah	North Carolina	1,046.50	\$ 4,206.82
Nantahala	North Carolina	774.45	2,978.42
Uharis	North Carolina	4.90	49.00
Cherokee	Tennessee	1,118.03	5,193.78
Chattahoochee	Georgia	2,476.00	13,980.10
Talladega	Alabama	359.28	1,049.88
<u>PIEDMONT</u>			
Sumter	South Carolina	5,234.00	26,448.25
<u>SOUTHERN PINES</u>			
Choctawhatchee	Florida	438.99	1,217.47
Ocala	Florida	119.46	298.65
Osceola	Florida	29.99	224.92
Holly Springs	Mississippi	646.14	3,007.60
Bienville	Mississippi	163.56	574.91
DeSoto	Mississippi	718.54	2,403.35
Homochitto	Mississippi	453.51	3,226.15
Kisatchie	Louisiana	2,415.62	8,649.74
Sam Houston	Texas	140.00	770.00

<u>REGION AND UNIT</u>	<u>STATE</u>	<u>ACRES</u>	<u>COST</u>
<u>OZARK & CENTRAL MISSISSIPPI</u>			
Ouachita	Ark. & Okla.	1,233.59	2,985.74
Ozark	Arkansas	1,346.73	4,003.56
 <u>PUERTO RICO</u>			
Caribbean	Puerto Rico	106.56	1,407.55

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PERSONNEL CHANGES

Paul W. Painter has recently received appointment in the Classified Service as Assistant Clerk on the Armuchee Ranger District of the Chattahoochee.

Asst. to Technician Charles F. Sheets has been transferred recently from the Nantahala to the Chattahoochee Supervisor's office, where he will be engaged in the surveys for the Russell Dam project.

Louis B. Anderson was transferred recently from the Mississippi Supervisor's office to the Regional Office where he is engaged as Property Clerk in the Division of Fiscal Control.

Jr. Forester Jerry James Welch was promoted recently to the position of District Ranger on the Biloxi District of the Mississippi, where he has been assigned for several months as acting ranger.

Nicholas H. Meriwether has been restored to the rolls as Foreman, C&M, on the Watauga Ranger District of the Cherokee.

Resignations have been accepted recently from Joseph L. Auten, Abstractor on the Nantahala, to accept employment with the Tennessee Valley Authority, and from Mrs. Lillian L. Miner, Stenographer in the Division of Operation in the Regional Office, due to her forthcoming marriage.

Duration probational appointment of Grady C. Pate as Minor Scaler on the Womble Ranger District of the Ouachita was effected recently.

Jr. Forester John W. Wood was transferred on July 1 from the Appalachian Forest Experiment Station to the Watauga Ranger District of the Cherokee, where he will be engaged on roadbank fixation and other related projects.

Duration probational appointment of Pryor L. Phillips as Truck Driver on the Tellico Ranger District of the Cherokee was effected recently.

The following intra-unit changes have been made recently:

Pisgah: Jr. Forester Charles I. Bottorf from the Mt. Mitchell to the Grandfather Ranger District; Jr. Forester Albert H. Maxwell from the Supervisor's office to the French Broad Ranger District, and Jr. Forester John J. Olson from the Supervisor's office to the Uharie Purchase Unit.

Chattahoochee: Minor Asst. to Technician Hoy E. Miller from the Supervisor's office to the Tallulah Ranger District.

Alabama: Asst. to Technician Bonnie D. Spillers from the Oakmulgee to the Black Warrior Ranger District.

Cherokee: Jr. Forester Brooke R. Davis from the Supervisor's office to the Tellico Ranger District.

Florida: Jr. Forester Douglas A. Craig to the Osceola Ranger District from the Supervisor's office.

Ouachita: Jr. Landscape Architect Clayton J. Foster and Motor Patrol Grader Operator Wiley F. Edwards from the Jessieville to the Womble Ranger District.

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THE LOOKOUT

Receipts from the sale of forest products from the 158 National Forests during the fiscal year ending June 30, 1939 amounted to \$4,870,516, an increase of \$261,662 over the previous fiscal year. Region 8 receipts totaled \$643,453.62, \$579,662.01 of which were derived from timber sales. Returns from special permits for deer and wild boar hunting and trout fishing on special game management areas in the Pisgah and Cherokee Forests amounted to \$5,353, as compared with \$369 in 1938.

Regional Forester Kircher visited the Chattahoochee, Nantahala, Cherokee, and Pisgah Forests during the past month.

Associate Regional Forester Stabler and Mrs. Stabler have returned from a three weeks trip to Maryland, Washington, and New York. Their itinerary included the New York World's Fair.

Viggo Christensen of the Drafting Office will be on detail in the Washington Office Division of Engineering for a week beginning August 14. After this detail, he will go on active duty for two weeks at the Army Engineer School at Fort Belvoir, Virginia, near Washington, D. C. He is one of a small group of reserve officers selected from various Corps Areas for participation in a special course at the school. Mr. Christensen is a Major in the Army Reserve, Corps of Engineers.

W. Walter Bowers, Landscape Architect, is resigning from the Service to establish his own business in Atlanta. Mr. Bowers will leave the Regional Office about the first of September. His many friends throughout the Region will miss him, but each one wishes him the greatest success in his new venture.

We expect, at any time, to hear of Winton Reinsmith appearing on a Bob Burns program; he has become such an Arkansas fan during his detail on the Ozark and Ouachita during the past three months.

Mrs. Katharine D. Laurent of Fiscal Control is expected to return to the office shortly after an absence of six weeks on account of illness from typhoid.

Among others on the sick list report are Mrs. Ruth Howell of Lands and Recreation, Owen Owen of Fiscal Control, and C. G. Smith of State and Private. All are expected to return to the office soon.

During July Supervisor Koen and District Ranger Ames attended the North Arkansas Sportsmen Association's picnic held at the Barkshed Camp Ground on the Sylamore District of the Ozark National Forest. The picnic was attended by a large number of sportsmen from the various counties of North Arkansas.

The Regional Office was delighted with a visit from Mr. and Mrs. H. C. Bradshaw and little Beverly Ann. Mr. Bradshaw, who is at present with the Southern Forest Experiment Station in New Orleans, is being transferred to Region 5 and will be stationed at Berkeley, California.

Eugene L. McDuffie, of the Supervisor's office of the South Carolina, is in the Division of Operation in the Regional Office on a month's detail.

Karl D. Henze, Division of Land Acquisition, Washington, has been in the region continuously during June, July and August reviewing acquisition activities.

C. J. Buck, Acting Chief, Division of Land Acquisition, Washington, spent two weeks in the Regional Office in July, familiarizing himself with most of the Appalachian forests.

Visitors to the Regional Office during the past month were: R. E. McArdle, Appalachian Forest Experiment Station; B. M. Lufburrow, Southern Pine Association; Thos. W. McKinley, Columbia, S. C.; J. L. Massett, Savannah, Georgia; Supervisor Gerrard of the Cherokee.

Arthur Upson, Director of the Southwestern Experiment Station, Tucson, Arizona, on detail in the Washington Office, was a Regional Office visitor.

A PLAN FOR TIMBER FARMING

In the August issue of the Journal of Forestry, H. M. Bruner, in an article called "Forestry--Essential to Delta Agriculture," discusses the problems associated with forestry in the hardwood bottomlands of the Arkansas Delta.

The points developed in the last two chapters of this article, devoted to farm woodlands in a program of wise land use, apply generally to the Southern Region. The last chapter, which outlines a definite program, is reprinted below:

"Because of the human problems associated with forestry, a program of education offers one solution since general physical features of the Delta augur opportunities for forestry in a planned program of diversified agriculture. The present depleted condition of woodlands results from causes associated with land ownership. This indicates the necessity of carrying an organized program of education to the landowner under the leadership of extension agents of the University of Arkansas College of Agriculture in cooperation with the Forest Service, the state forester, and farm organizations such as the Farm Bureau and Grange. Definite steps should be taken to initiate the program in the near future. Foresters, in general, have overlooked the opportunity for developing woodlands as a permanent supplement to agriculture in the Delta. They are partly to blame, therefore, for the present chaotic woodland situation.

"With the county agricultural extension agent's office as a clearing house, the following educational program might be organized:

1. Set up a farm organization forestry committee composed of interested community leaders in each county. This committee will govern the forestry program within the county, suggest the policies, and cooperate with the county agent in carrying the program to individual farmers.
2. The committee will have the responsibility of encouraging the planting of forest trees to provide future farm timber in areas where timber resources are being rapidly depleted.
3. The committee will be responsible for encouraging demonstrations in timber management. Landowners will become acquainted thereby with methods of managing their timber to supply farm needs and to supplement farm income through sale of stumpage.

- "4. Finally, the committee will be responsible for dissemination of educational material such as posters, leaflets, circulars, and results of demonstrations, in cooperation with the county agent, at farm organization meetings, 4-H clubs, and schools.

"This educational program should arouse interest in forestry and pave the way for legislation to provide an equitable tax for timberlands. It should gather impetus as the committees, in all Delta counties, unite in a single purpose to adjust existing tax laws which are retarding the whole program of forestry.

"This and associated problems can be solved permanently and equitably by organized effort to place forestry in a permanent program of land use."

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RETIREMENT BILL PASSED BY CONGRESS

Most of the liberalizing sections, including the optional retirement age feature, were eliminated from the Neely Retirement Bill S-281 before it finally passed Congress. Three liberalized features, however, stayed in the bill.

(1) Section 4, providing for an annuity for a second life, actuarially computed.

(2) Section 6, granting to employees retired on account of total disability and thereafter recovering, the right to remain on the annuity rolls for a period of one year from the date of the medical examination showing such recovery, in lieu of 90 days as provided in the existing law.

(3) Section 9, permitting employees to deposit additional sums in multiples of \$25.00 but not to exceed 10 per cent of the annual basic pay or compensation.

The act becomes effective January 1, 1940.

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A truck driver, transporting a shipment from Detroit to California, sent the following telegram from Blair, Nebraska, to his home office.

"Saw shadow STOP Hit shadow STOP Wasn't shadow STOP Was milk truck STOP Wire \$50 STOP"

-- Clipped

